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NJMC Leads State in Adopting Strategic Financial Planning Mechanisms

Plan establishes unique outcome-based budgeting and organizational management

LYNDHURST, N.J. – The Board of Commissioners of the New Jersey Meadowlands Commission today took steps to ensure the agency's future by approving a new Comprehensive Action Plan and its new leading approach to budgetary and personnel management.

"Last year, the NJMC pledged to follow Governor Corzine's call for more effective and efficient government, and I am proud to announce that today we are presenting the results of our efforts," said NJMC Chairwoman Susan Bass Levin, also the Department of Community Affairs Commissioner. "Thanks to the actions laid out in this plan, we will work smarter and better for the residents of this region. It gives us a roadmap to follow in order to implement a more strategic approach to our management, budgeting and planning operations."

The NJMC Comprehensive Action Plan was prepared by the National Center for Public Performance at Rutgers-Newark. It consists of five parts: a Strategic Plan that creates measures to gauge the agency's performance, a new employee performance evaluation system, a performance-based budget and a five-year financial plan.

The Strategic Plan is the heart of the CAP and maps out what NJMC needs to follow in five key areas: environmental protection, economic development, solid waste management, provision of regional services and organizational efficiency. Twenty goals for the agency in these five areas are outlined in the Strategic Plan.

Some of the biggest changes for the NJMC will be in implementing a multi-year, performance-based financial plan, as well as developing a comprehensive human resources management system. A performance-based financial plan shifts funding to a results-oriented framework and promises to improve program and organizational effectiveness by linking administrative activities to the performance outcomes that matter most for the agency and its stakeholders.

Establishing a multi-year financial plan will allow the NJMC to address funding for its performance goals over several years. It is based on an in-depth review of historical financial and business trends, both inside the agency and within the broader economic

environment. A financial plan also is meant to change with market conditions, technological changes and changes in revenue forecasts.

A new Human Resources Management Information System will implement policies, procedures and a mechanism to incorporate current and new positions, skills and needs, and objectives and performance in a systematic and forward-looking format. A process to evaluate employee performance will be developed and long-term human resources planning needs will be addressed.

“Thanks to the leadership of our Board, this agency has become a leader in innovative governance,” said NJMC Executive Director Robert Ceberio. “Today we have been presented with an additional and expansive set of tools that will allow us to become even more targeted and efficient in our services to residents, businesses and our collective environment.”

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